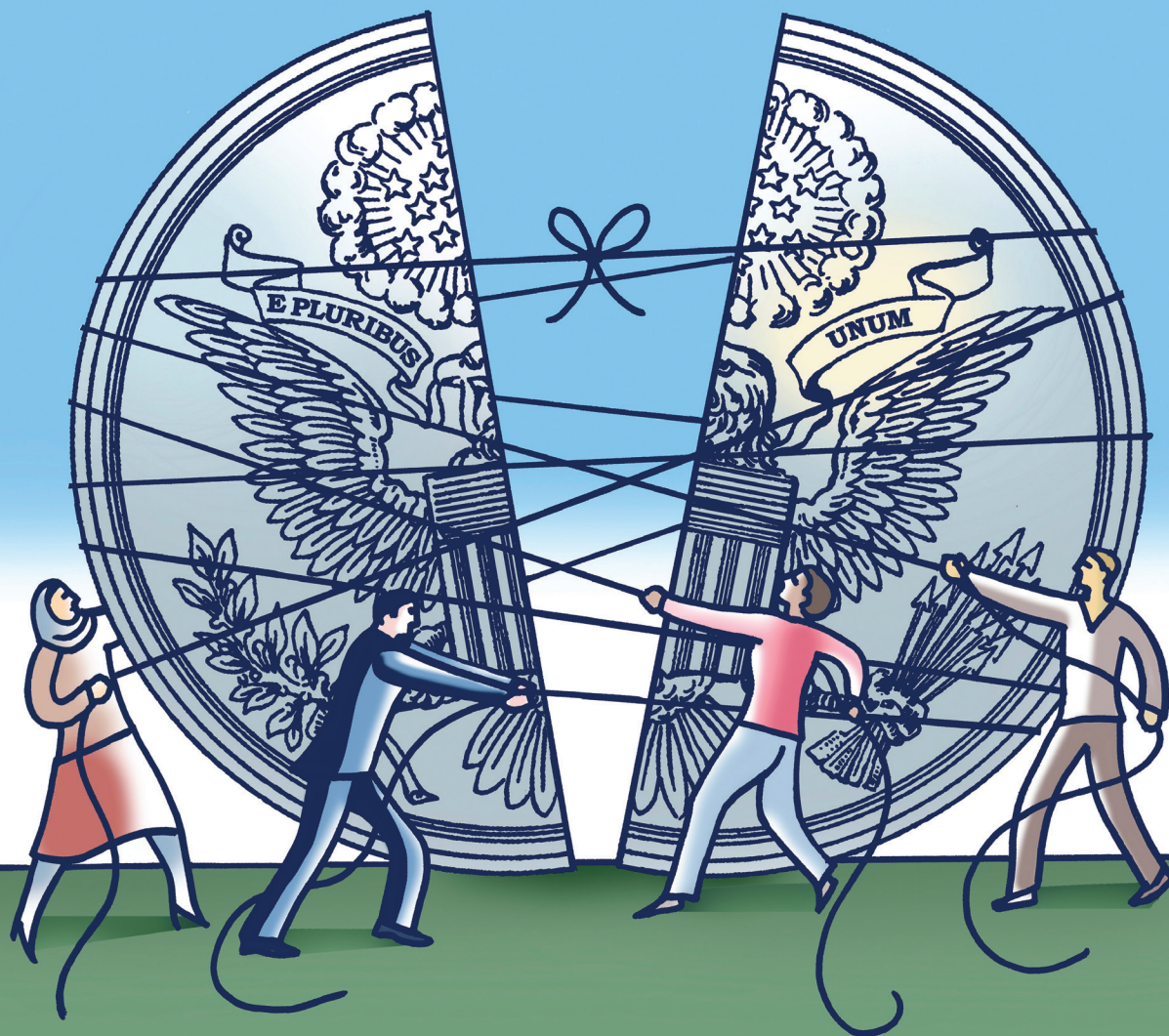


Bringing Together
**Our Changing
Communities**



**COMMUNITY DISCUSSION GUIDE
& OTHER RESOURCES**

JOURNAL

TALKS

‘Bringing Together Our Changing Communities’ is a series of community discussions aimed to foster better dialogue on the topics of immigration and demographic change. These Journal Talks are an outgrowth of conversations among 10 Kansans – a group evenly split between Trump and Biden voters – aimed at identifying potential areas of common ground. We aren’t getting together for talking’s sake, but to discuss how to make our communities more welcoming, cohesive and connected.

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The Journal, found online at klcjournal.com, is the nationally recognized magazine published by the Kansas Leadership Center in Wichita. The publication focuses on highlighting important civic leadership issues in Kansas and beyond through in-depth reporting, investigative journalism and innovative writing, graphic design, photography, multimedia and public discussions.

The Kansas Leadership Center (KLC) equips people with any title or role to lead and engage others. Founded in 2007, KLC is a first-of-its-kind nonprofit educational organization with a civic mission, national reputation and global reach.

KLC Mission

To foster civic leadership for stronger, healthier and more prosperous Kansas communities.

KLC Vision

To be the center of excellence for leadership development and civic engagement.

The Journal’s Role

To build a healthy 21st Century public square for all to lead.



All resources and links mentioned in this guide will be available at:
kansasleadershipcenter.org/together-changing

Hello,

If you are reading this, it is likely that you care a whole lot about your community. Let me make a guess that you most likely want to see your community navigate change in a cohesive way. But how do we get there on tough civic issues like the topics of immigration and demographic change?

Kansans are being invited to an experiment this fall with the goal of making progress toward a collective purpose on these difficult topics. We hope you'll join us for a series of discussions aimed at stretching our muscles to 'complicate the narrative' beyond national news headlines and political party talking points.

We're asking residents of communities across the state to not just talk about immigration and demographic change but to take on a small but significant assignment. We want you to gather and answer a series of questions. You'll be tasked with reaching a broad consensus on the answers, putting some stakes in the ground and telling the rest of Kansas what you decided.

On the following pages, you'll find the discussion questions and additional resources for you to host a fruitful conversation in your community. Hopefully, at the end of this process, we'll find evidence of a collective purpose for making our communities better places to live.

Sincerely,



Maren Berblinger
Journal Engagement Manager
Kansas Leadership Center

We are here to support you along the journey!

Please reach out at mberblinger@kansasleadershipcenter.org or 316.462.9963 with any questions.

Curating a Meaningful Gathering

- Select a date between August 18 and the end of September 2023 to host a conversation on immigration and demographic change.
- Recruit 15-25 community members to participate in the meeting.
- Remember to invite people who may believe differently than you on this topic!
- Create an inviting space where people feel comfortable sharing from the heart.
We recommend circling up so everyone can see each other and feel more connected.
- Gather with community members to answer a series of questions over 60-90 minutes.

On the Journal Talks landing page, you can download a flyer and graphic template to help spread the word about your conversation.

If you have any questions, please reach out to mberblinger@kansasleadershipcenter.org.



Facilitator Notes

WELCOME EVERYONE AND GET THE CONVERSATION STARTED

- Let participants know that this is one of many conversations happening across the state as part of the Kansas Leadership Center Journal Talks series 'Bringing Together Our Changing Communities.'
- Feel free to mention that the topics of immigration and demographic change can sometimes be divisive and challenging to discuss, but that this gathering is about coming to a consensus on how our community can navigate change in a cohesive and productive way.
- We encourage you to set ground rules to manage the heat and create a trustworthy process in the room.

Here is an example of ground rules used in KLC programming:

- Use this space to listen, stay curious and test assumptions.
- Engage with tolerance, understanding and appreciation of difference and mutual respect.
- Push yourself and encourage others to engage productively.
- Participate actively. Be off all other work and phone.
- Take space. Give space.
- Give grace to those that cannot fully abide by these norms.



Tip:

Start with a baseline of information relevant to your community using the data resources found later in this guide. It can be helpful to know a couple of common facts before diving into the dialogue.

DISCUSSION QUESTION	FACILITATOR NOTE
<p>In what ways are you seeing the demographics of our community change and what does that mean to you?</p>	<p>Discuss in pairs (7 min) Full group callouts (5 min)</p> <p><i>Write out the responses shared with the full group so it is visible to all participants</i></p> <p><i>Note patterns, areas of convergence, divergence</i></p>
<p>How might immigration impact the future of our community?</p>	<p>Discuss in pairs (7 min) Full group callouts (5 min)</p> <p><i>Write out the responses shared with the full group so it is visible to all participants</i></p> <p><i>Note patterns, areas of convergence, divergence</i></p>
<p>What values do you believe should unite us as Americans?</p>	<p>Discuss in pairs (7 min) Full group callouts (5 min)</p> <p><i>Write out the responses shared with the full group so it is visible to all participants</i></p> <p><i>Note patterns, areas of convergence, divergence</i></p>
<p>What should our community be doing to be both welcoming, cohesive and connected?</p>	<p>Discuss in pairs (7 min) Full group callouts (5 min)</p> <p><i>Write out the responses shared with the full group so it is visible to all participants</i></p> <p><i>Note patterns, areas of convergence, divergence</i></p>
<p>Based on what you've heard, what statement do you want to make on this topic to share with the rest of Kansas? How should our community navigate changes and thrive?</p>	<p>Full group discussion (15-25 min)</p> <p><i>Reserve 25% of your time for discussing this question and coming to a consensus</i></p>

Wrap up the Discussion by Coming to a Consensus

- Come to a consensus on this as a group and share your response with The Journal. We'll share instructions on how to submit your responses to us later in this guide.
- Give participants a moment to complete this [evaluation form](#) to let the KLC Journal know about their experience with Journal Talks and ways we could explore improving the engagement in the future. There's a printable QR code to the form on the Journal Talks landing page.
- Thank participants and acknowledge that it can be challenging to come together across differences and to make progress on big challenges, but showing up and engaging with each other is a great first step.

Consensus *noun*
general agreement: UNANIMITY

Tips for coming to a consensus:

- A form of consensus can be a statement that members of the group can stand behind, but it may not capture the full breadth of all their views.
- A form of consensus can be agreeing on what you agree and disagree on.
- A form of consensus can be a willingness among the group to consider opinions they may not have taken seriously before.



If want a dive deep into learning more about consensus, check out [this PDF](#) created by Seeds for Change.



A Changing Kansas

In 2018, the Kansas Health Foundation commissioned the Kansas Health Institute to put together a report entitled, “A Changing Kansas: Implications for Health and Communities.”

Here’s a brief excerpt from the Executive Summary: “The population of Kansas is growing more slowly than the population of the U.S. as a whole, and it is aging, becoming increasingly diverse and concentrating in urban areas. Between 1960 and 2016, the population of the state increased by 33.4 percent, an addition of more than 728,000 Kansans. By contrast, the U.S. population increased by 80.2 percent over the same period.”

Figure 3.1a. Population Projections by Total Population, Age Group and Race/Ethnicity in Kansas, 2016–2066

Kansas	2016	2036	2016–2036 % Change	2066	2016–2066 % Change
Total Population	2,907,289	3,220,161	10.8%	3,637,037	25.1%
Age Group					
Age 14 and under	595,053	627,855	5.5%	694,996	16.8%
Age 15 to 24	417,031	424,321	1.7%	472,809	13.4%
Age 25 to 64	1,458,212	1,523,208	4.5%	1,728,517	18.5%
Age 65 and over	436,993	644,778	47.5%	740,715	69.5%
Race/Ethnicity					
White, Non-Hispanic	2,254,581	2,118,722	-6.0%	1,765,981	-21.7%
Black, Non-Hispanic	192,710	235,597	22.3%	271,921	41.1%
Other/Multiple Races, Non-Hispanic	121,517	185,141	52.4%	289,622	138.3%
Hispanic, Any Race	338,481	680,701	101.1%	1,309,513	286.9%

Source: 2016 Kansas Population Projections by Race and Ethnicity, Center for Economic Development and Business Research at Wichita State University.



Scan this code to read the full report and learn more.

Census Data Comparison

A quick, easy way to provide objective data about the demographics of your community is to use the Quick Facts page on the U.S. Census Bureau website.

The site provides statistics for all states and counties based on the latest Census, as well as data for cities and towns with more than 5,000 people. Simply enter the name of your county into the search bar with the magnifying glass, and choose it from the dropdown menu.

It can often be useful to provide a point of comparison for your community. You can use the search bar to add up to six geographies. We recommend adding the facts for Kansas as a whole, so you can see how your own county compares.



Scan this code to check local data through the [U.S. Census Bureau](#).

United States™
Census
Bureau

22 Questions to Complicate the Narrative

How did The Journal help 10 Kansans with very different political opinions to talk thoughtfully about immigration?

A big part of the secret to our success was in the questions we asked. We paired up our partners and had them interview each other using five questions we curated from a list of “22 interview questions to complicate the narrative,” which was compiled by the Solutions Journalism Network.

We also taught our partners to use a skill called “looping,” which involves reflecting back on what is heard in conversation. This helps listeners test what they hear and encourages speakers to go deeper.

These are tools available to you for local discussions as well!

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AMPLIFY CONTRADICTIONS & WIDEN THE LENS

- “What's dividing us on this issue?”
- “How do you decide which information to trust?”
- “What is oversimplified about this issue?”
- “Where do you feel torn?”
- “Is there any part of the [other side's] position that makes sense to you?”

ASK QUESTIONS THAT GET TO PEOPLE'S MOTIVATIONS

- “Why is this important to you?”
- “Which experiences have shaped your views?”
- “What do you want the other side to understand about you?”
- “What do you want to understand about the other side?”
- “How has this conflict affected your life?”
- “What would change in your life if more people agreed with your stance?”
- “What would it be like if people didn't agree with your stance?”

LISTEN MORE & BETTER

- “Tell me more about that.”
- “How do you feel, telling this story?”
- “Where does that (feeling, emotion, paranoia, distrust) come from?”
- “Can I interrupt you? I want to make sure I have everything right.”
- “What's the question nobody's asking?”

EXPOSE PEOPLE TO THE OTHER SIDE & COUNTER CONFIRMATION BIAS

- “What do you think the other group thinks of you?”
- “What do you think the other group wants?”
- “What do you know and what do you want to understand about the other side?”
- “Help me make sense of this. Because a lot of other people are saying 'X'...”
- “Is there anything about how the media portrays you or people with your views that feels inaccurate?”



LOOPING 101 FOR JOURNALISTS

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SOURCE

I think immigrants are more likely to be criminals. They are already entering the country illegally to take advantage of us by taking our jobs or using our welfare system. And many of them have violent criminal histories.

JOURNALIST

You are worried about your safety & well-being if people enter the U.S. who are either violent or need financial help. Is that right?

WHAT'S LOOPING?

Looping is a communication technique used by conflict mediators to build trust, help focus a conversation, and develop understanding. Looping generates clarity about the underlying issues behind any strong emotion. In addition, it's a way for journalists to reflect their understanding to an interview subject. Looping should not be mistaken for agreement. Rather, it involves having a genuine desire to better understand what matters most to the person(s) being interviewed.

WHY SHOULD JOURNALISTS LOOP?

When journalists successfully loop, they're able to connect with their interview subjects. This connection enables them to get better information and a willingness from the source to hear and respond to opposing viewpoints. By showing understanding and digging deeper, journalists can build trust, learn the motivations behind someone's viewpoint, uncover the complex layers of an issue for that person, better define and clarify the problem, and fact-check.

WHEN YOU LOOP DURING AN INTERVIEW YOU...

- ▶ **GIVE YOUR SOURCE THE SPACE** to reflect and share their experiences and perspectives.
- ▶ **GET BETTER INFORMATION** because your source, after being heard, may be more willing to share.
- ▶ **SHOW UNDERSTANDING**, not agreement.
- ▶ **CHECK IN** to make sure you clearly understand the person's perspective before moving on.

HOW DOES LOOPING WORK?

There are four key steps to looping during an interview, dialogue, or conversation:

1 Listen with the intent to understand what your source is saying.

2 Offer to communicate what you think they meant in language that conveys understanding.

3 Observe their reaction to your understanding and check to make sure you got it right.

4 Polish your understanding, correct what you got wrong by asking them what you missed, then ask them to tell you more.

SOURCE: Looping is a technique developed by Gary Friedman and Jack Himmelstein of The Center for Understanding in Conflict.

Next Steps

SUBMIT THE STATEMENT

Thank you for gathering community members to take on a small, but significant assignment. After you've reached a broad consensus at your local discussion, we invite you to tell the rest of Kansas what you decided. Please complete the statement submission form online. You'll be asked to share some information about your gathering including a brief statement that your group would like to share with the rest of the state. We will receive these form submissions and publish them through The Journal in the future.



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Bringing Together Our Changing Communities: Statement Submission

Thank you for taking part in this Journal Talks series on immigration and demographic change. We hope that you had a fruitful conversation in your community. Please take a moment to complete this form and submit your statement.

Name *(Required)*

First

Last

Email *(Required)*

Please list the city or community who gathered for your Journal Talk *(Required)*

Please list the date your Journal Talk took place *(Required)*



Scan this code to submit
your statement online.

LEARN FROM OTHERS

To wrap the Journal Talks series, participants are invited to a Zoom call on Tuesday, October 3 at Noon. This will be a space to share insights and potential experiments that surfaced in the local conversations. We hope you will take this opportunity to connect with fellow Kansans who are committed to making progress on this challenge and who convened a discussion in their area. Let's learn together as a state!

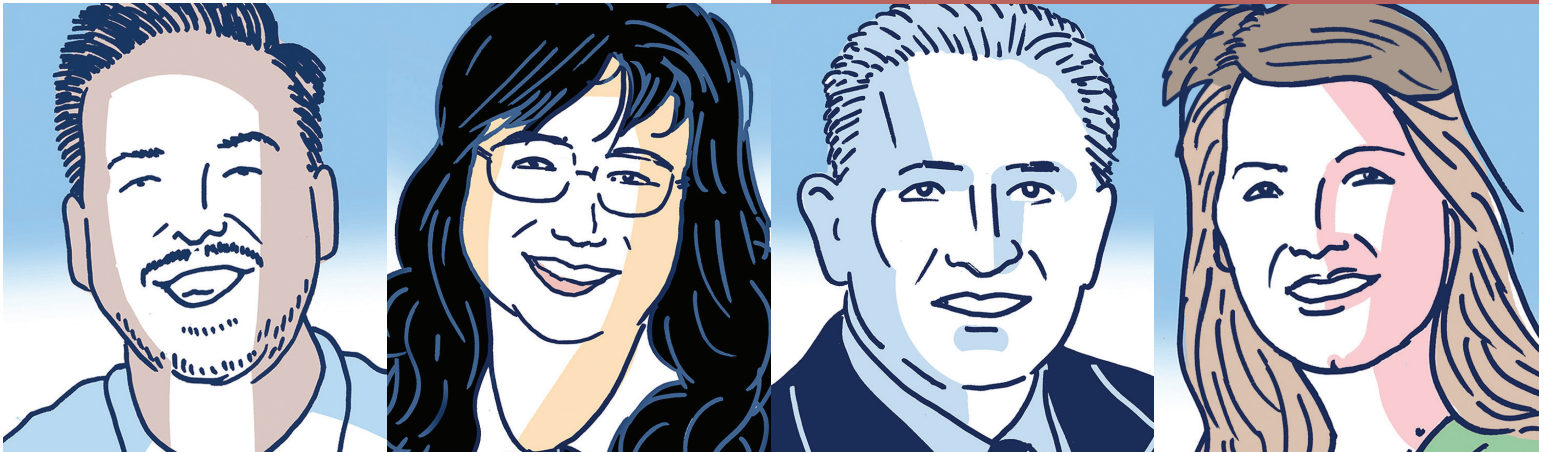
Meet the Thought Partners

The Complicating the Narratives Thought Partners were chosen from a group of more than 125 applicants to assist The Journal in developing its coverage of immigration and demographic change. They are: Alba Gutierrez-Ortiz, Dodge City; Clemente Bobadilla-Reyes, Wichita; David Sotelo, Hutchinson; Inas Younis, Overland Park; Jim Terrones, Olathe; Josey Hammer, Courtland; Mark Lowry, Stockton; Marty Hillard, Topeka; Peggy Ruebke, Nickerson; and Reynaldo Mesa, Garden City.



Alba Gutierrez-Ortiz

Clemente Bobadilla-Reyes

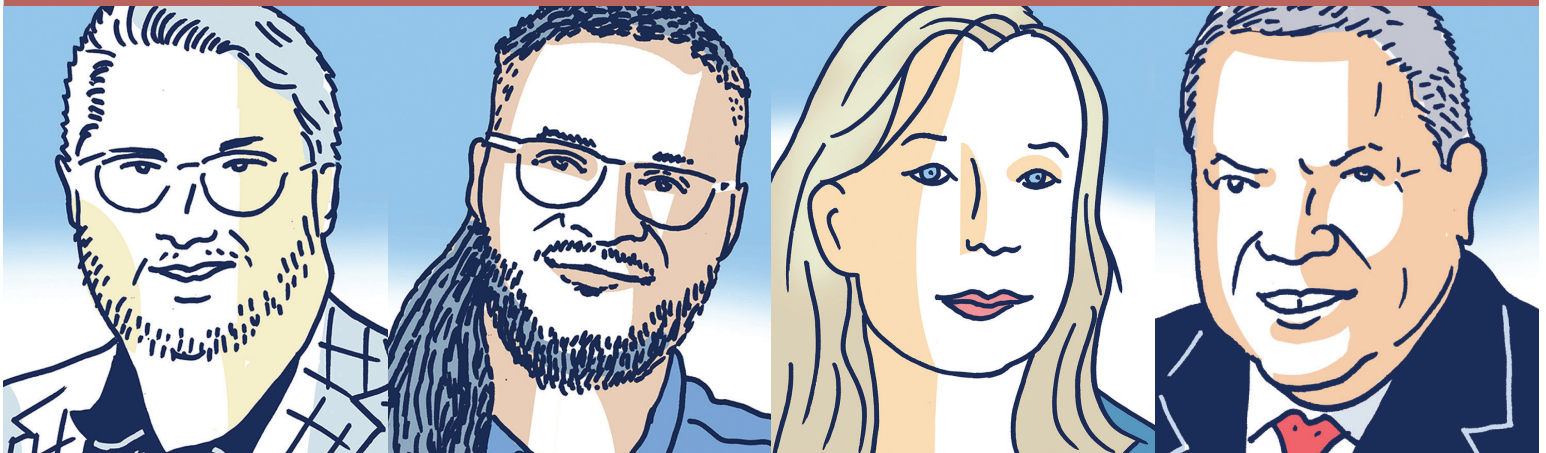


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